SHARE YOUR PEACE

STRATEGIC PARTNERSHIP IN THE FIELD OF YOUTH

MODULE 2

UNDERSTANDING CONFLICT, ITS EFFECTS
AND DYNAMICS

Content

Introduction

Conflict is an essential part of our everyday life. We encounter it within ourselves, with our family members, friends, or in society. It can be both positive and negative process. Positive conflict can bring a change for good, but negative process can easily tend to be violent and often harmful for humans. The reasons for conflict emergence are numerous among them can be named contradictory goals, different attitudes, and etc.

Due to the causes, conflicts are different types. Conflicts can be political, socio-economical, or symbolic. Conflict can also be within a person, between persons, between or groups. Depends on the type and level of the conflict, its effects and impact on humans and society are different. Sometimes it can only affect one or two individual, but sometimes it can affect entire societies.

To analyse what a conflict is, what are the reasons for its emergence and how we can defuse the violent conflict, youth workers can employ different strategies such as conflict management, conflict resolution, or conflict transformation. These approaches help us to manage conflict in a way to promote peaceful solutions and bring parties together.

This module will introduce a definition for the conflict term, it will discuss what it means and how we can differentiate conflict from violence. Then the module will highlight different types of conflict, conflict effects and dynamic. At the end of the module, different strategic approaches to deal with a conflict will be given.

I.   Understanding Conflict – Definition and Concepts

Peace education and peace research is intermingled with the studying of violence and conflict. In order to achieve peace, one must understand what a conflict is and how to deal with it. The word "conflict" is derived from a Latin word conflictus meaning the collision or clash. Conflict is a human interaction process where two or more parties have, or perceive, competition over goals, values, or interests (Accord, 2020). Galtung (1969) defines conflict as "a dynamic process in which structure, attitudes and behavior are constantly changing and influencing one another" (Galtung, 1969).
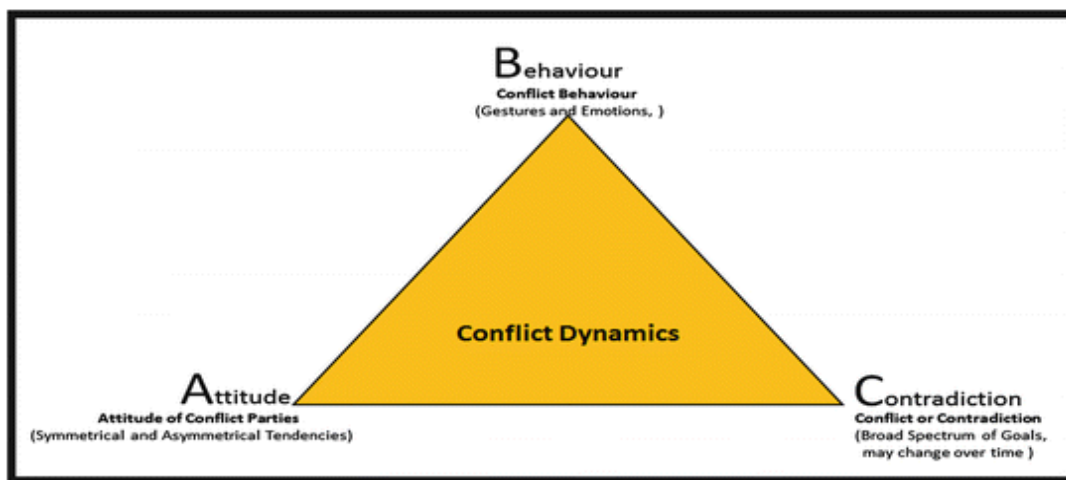
Figure 1

Another definition focuses more on incompatible goals or resources. Boulding (1962) states that conflict is a "form of competitive behaviour between different parties. It occurs when two or more parties compete over perceived or actual incompatible goals or limited resources" (Boulding, 1962).

Both definitions highlight that

- Conflict is an interaction between two or more sides and involves humans, or a group of humans (family, neighbourhood, nations, states)
- Conflict is a process where parties have, or perceive, competition over the goal, values, or interests.
- Conflict occurs when parties decide to employ actions and counter measures.
- It occurs when parties confront with each other with opposing actions and counter-actions.

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Conflict has often automatically associated with negative connotation but, in fact, it can be a strong force for changing relationships between parties for better outcomes. Therefore, we can have a conflict but without negative outcomes such as different forms of violence. As US President Ronald Reagan noted "Peace is not the absence of conflict, it is the ability to handle conflict by peaceful means".

Something to think about!

Write the word "conflict" in the middle of the paper and list five words that are associate with "conflict." What do these words say about how you feel about conflict? (Positive or negative? Why?)

Violence has three main different forms mainly direct, cultural, and structural violence. Direct violence includes physical or emotional abuse such as biting, killing. Cultural violence means human's fears, attitudes, which causes discriminatory policies towards other people. The last but the most difficult one to notice and tackle is structural violence which is an institutionalized form of violence such as racism, sexism, ethnocentrism which causes suffering for other human beings (Galtung, 1969).
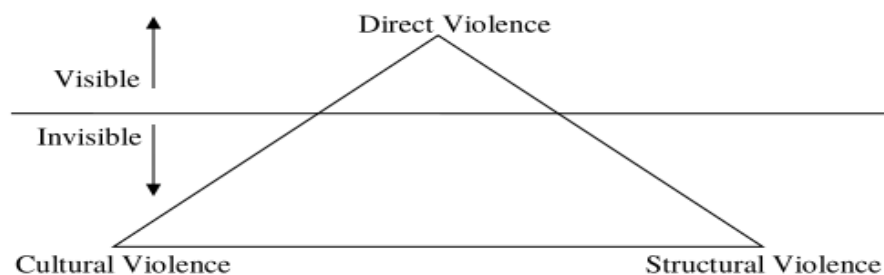
Figure 2

Certainly, all forms of violence are negative and are preferable to avoid by humans. This is why it is very important to differentiate violence from conflict clearly.

Differences between conflict and violence[1]	
Conflict	Violence
Neutral, can be both positive or negative	Always negative
Unavoidable	Avoidable
Essential component of our everyday life	Should not be normal for our everyday life.
Can initiate positive changes	Destructive

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[1] Adopted from Youth4Peace toolkit

II. Conflict Types - Intrapersonal, Interpersonal, Intergroup, Intersociety and International/Global.

As we saw above, conflict is a dynamic process and can have radically different reasons for emergency. It can emerge based on behaviour, attitudes or goals at different levels of human lives. The classification of conflicts can be of help to understand the meaning of the conflict itself and it can equally assist in the finding for an intervention method. We can use different categories to analyse conflict as it is shown on the table below.
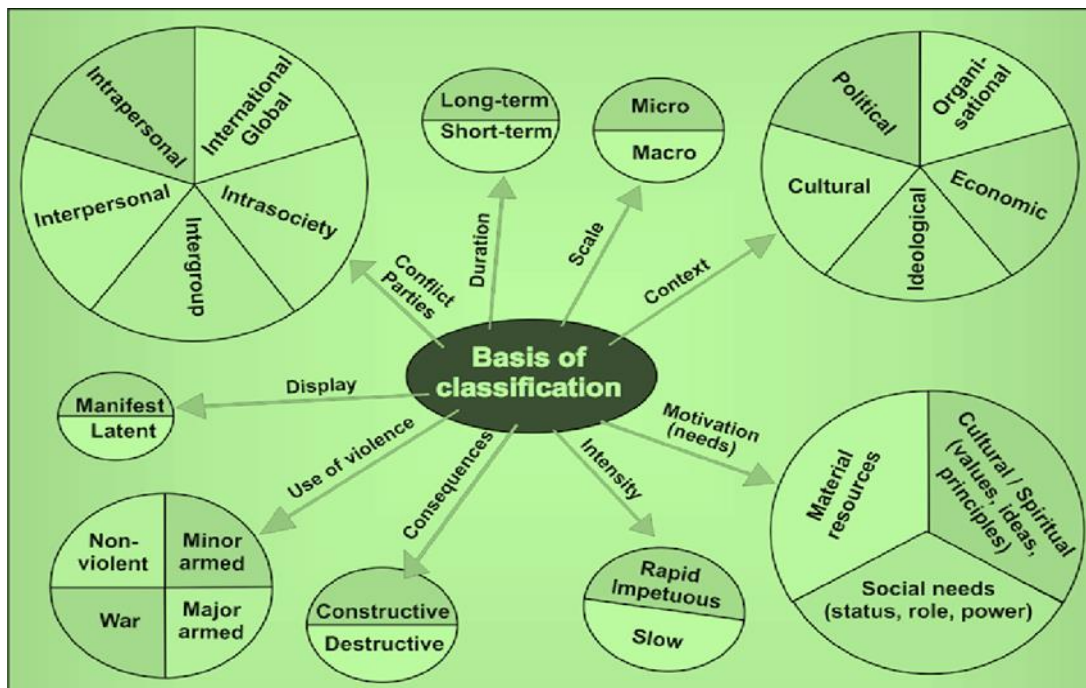
Fig.1 Types of conflict

These are all great examples for labelling conflicts. However, it is important to take in consideration that there are several overlaps, and different types of classifications might be needed to describe conflicts to an acceptable degree.

Something to think about!
From the picture above, which basis of classification do you find the most useful in the conflicts you usually encounter in youth work? What does this tell you about the work you are doing on conflict with young people?

Among the numerous criteria, one of the most useful and often used criteria to classify conflict is a "conflict parties", at which levels of human interaction the conflict appears. Based on these criteria, 5 different categories are listed:

Intrapersonal conflicts

These conflicts happen when a person experiences feelings of frustration, failure, uncertainty and incompatibility. Going deeper, into sub-categories, it is shown that an intrapersonal conflict can be motivational, moral or the result of a breach between reality and ambition, known as unrealised desire (Bajja Markosyan, 2012). The significance of this type of conflict can vary from having to decide which movie to watch on a weekend, to whether to join a terrorist group or a peace organization. They can also be a sign for personal growth, in which it is visible the inner struggle a person is enduring.

Interpersonal conflict

They occur between two individuals according to their relationship dynamic. For example, it can happen between a student and a professor or between a superior and

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a subordinate in a work scenario. These conflicts can be identified with negative personal feelings such as anger, contempt, disloyalty and hatred. A definitive feature in this type of conflict is the balance of power between the two parties, which is often shared unequally. As an example, take a male subordinate who doesn't believe that a female leader can give orders or even that she should be in charge (Leonard, 2018). This conflict is based on suppositions, not reality and it would be different if the leader in question was of the same sex.

Intergroup conflicts

Intergroup conflicts transpire between numerous formal and non-formal groups. Government and trade unions, departments in the same organization, cultural groups within a community and the dynamics of different youth sub-cultures. The latter are values and norms distinct from those of the majority and are held by groups within a wider society (ex. Hippies, Bikers, Cosplay, New Age etc.).
What drives these groups to a dispute is the diversity in their ideology, especially in the more extremist ones (right and left-wing radical youth) where the difference of opinions can result in violent acts. While these groups' identities are not based on "being against" one another, they often appoint the other as an enemy because of their beliefs diametrically opposed. (Bajja,Markosyan, 2012)

Intrasociety conflicts

These conflicts frequently have a strong public resonance. For instance, the relationship between a government and NGOs on several social issues or the exchange of views between the ruling political élite and the opposition.
A strict distinction between intergroup and intrasociety conflicts can be hard to make.
The dominant component for differentiating these two categories is the importance of the said conflict for the society involved, its consequences and its media impact. The point of rupture happens when one group starts to see the other groups' victories as a loss to itself and consequently the conflict will escalate. Discrimination or violence against sexual minorities, fighting between youth gangs are examples of intrasociety conflicts.

Despite all the negative connotations that these conflicts can have, it is important to remember that positive outcomes are also present.
Both intergroup and intersociety conflicts are a way to build the group's identity. This process can be seen in the will of looking for common beliefs and shared values. For instance, when youth gangs come together against the police or other gangs, they act on a sense of solidarity in marginalisation.

International/Global conflict

These involve fights between nations over natural resources, conflicts over political issues by international organizations and wars for independence and creation of new states.

A differentiation is made between armed and international conflicts. The watershed here is that the international conflicts are not necessarily violent while the first ones are, by definition, involving weapons and physical contact.

International conflicts are considered the most unmanageable and dangerous because, no matter the several attempts at managing them, they keep escalating to a higher level of hostility. (Bajja,Markosyan, 2012)

Another distinction applied to international and global conflicts is the one which defines them as macro-level conflicts. This means that the outcome does not affect just the single individual, but it concerns the entire civil society. On the other hand, micro-level conflicts such as interpersonal conflicts are significant especially for the single person involved and they do not touch the wider society.

Ultimately, there are some overlaps regarding intergroup conflicts, which can be both micro- and macro-level conflicts. It is very important to define them to better choose the type of intervention necessary to cease the hostilities.

Something to think about!
Think about a typical conflict you encounter in your youth work reality. Can you classify it using the different types listed above? What impacts does this kind of conflict have on the young people you work with? What impact does this have on the youth work you do? How do you deal with its consequences for your youth work?

III.   Conflict Effects – Positive and Negative impacts of Conflict

Different types of conflicts can have different impacts and multiply effects on either individuals or on the groups. In the list below there is a summary of the negative effects within an individual:

- ▪ *Psychological Responses*
    - Distraction to other things
    - Isolation and alienation from others
    - Frustration
- ▪ *Behavioural Responses*
    - Increasing aggression towards others
    - Lack of communication
    - Not willing to listen to someone else's advice
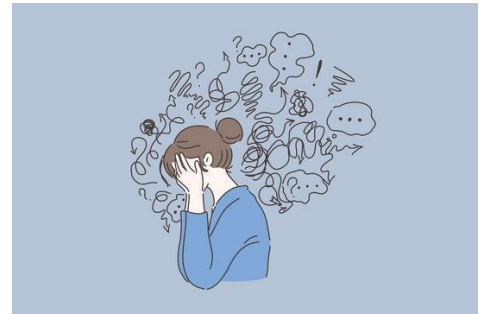
On the other hand, the outcome in a conflict can result in benefits, as it is shown in the following list (Omisore, Abiodun, 2014):

- ▪ It encourages people to do better at their job, due to the fact that in a conflict, one's abilities and qualities are more visible.
- ▪ It implements creative new ideas.
- ▪ It provides a better understanding of the issue, so individuals can learn how to coordinate and cooperate among themselves to deepen intra-group relations.
- ▪ It gives more space to share and appreciate opinions: in this way, members belonging in the same group can actively listen to each other to reach the same goal.
- ▪ It facilitates future communication: by discussing a problem, individuals will learn more about each other's way of thinking and different opinions to simplify future conflicts.

> *Something to think about!*
> Can you think of some "positive" consequences that the conflicts in the above table might have for young people? Why do you think these conflicts can also have positive consequences?

It is important also, to have a look on the consequences that conflicts have specifically on young people, since each type of conflict can result in different outcomes.

Conflict type	Potential reasons for conflict	Consequences for young people
Intrapersonal	Discontent with oneself Self-examination on worth and individuality	Increased vulnerability to self-harm, emotionally damaging risks or abuse by adults. Alienation from peers or family.
Interpersonal	Differences of opinion, values or ideas about relationships	Clearness and unity of expression.
Intergroup/Intersociety	Culture Religion Language Ethnicity Community affiliation	Institutionalised forms of racism. Exclusion of religious minorities or immigrants. Discrimination in education or employment. Exclusion from mainstream society.
Intergroup/Intersociety	Group identity	Involvement in violence. Being part of a gang. Risk of death by violent acts or drugs addiction. Survival. Access to gratification.
Intrasociety	Social class	Disadvantage. Structural unemployment. Criminality. Emergence of a "youth underclass". Youth revolt.
International/Global	Violence/war Terrorism	Psychological and physical damage. Disability.

Table 1 Impacts on young people (Adopted from Bajja, Markosyan, 2021)

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IV. Conflict Dynamics – Escalation and de-escalation models

Conflicts are multi-faced, have different types and levels. Because of this, each conflict has its own cycle of development and each conflict is a dynamic process. The intensity of conflict, the involved parties` means, goals, perceptions of the other parties and commitment can change over time, just like the area affected by conflict, the cost of waging conflict or the number of conflict parties can vary (Curle, 1971; Swanström et al., 2005). How can we assess these conflict dynamics? And when do conflicts escalate or de-escalate?

Two different models were suggested to analyse conflict dynamics. Firstly, the cycle of conflict model is a powerful tool for peacebuilders, since it allows us to match the most appropriate peacebuilding and intervening measures with each stage of conflict. The model begins with sources of conflict, which are present in each society or group of people. The trigger point, some event or combination of circumstances, causes a conflict to erupt into violence. From then on, the conflict intensity escalates until the parties find each other in a deadlock.

At this stage, both parties are fighting to eliminate the other without success. When the toll of deadlock on the conflict parties is too high and none of the parties are hopeful of being able to defeat the other, the conflict parties may enter negotiations or de-escalate otherwise, ultimately leading to conflict termination. The dotted line indicates that termination may only be temporary if the sources of conflict are not resolved. What is more, a history of active conflict and the termination of conflict often result in new sources of conflict.

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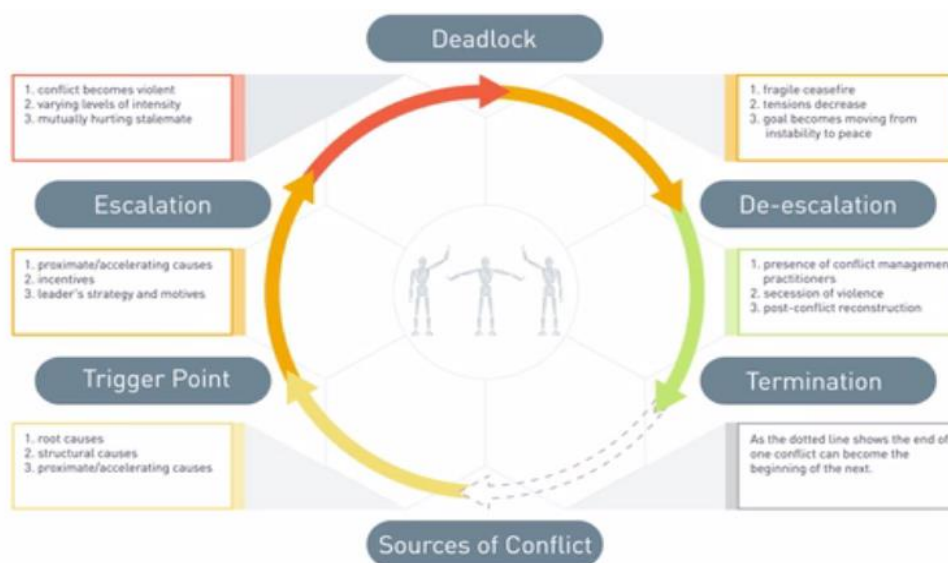
Another model to analyse conflict dynamics is the Curve of Conflict which identifies ideal conflict stages with differing levels of violence and nonviolent actions. In peaceful phases, disputes are resolved by accommodating various interests with low tension and no violence. During the stage of instability, peace is no longer perceived as ensured. Disagreeing parties regard each other as adversaries and take active measures to discourage the other. The conflict is explicitly defined and the opposing groups mobilise their supporters. In the next phase, the conflict starts turning violent with incidental violence between opponents, threats and military means being favoured over political measures. Finally, the maximum intensity of conflict is reached in situations of war, defined by systemic and collective violence that affects the respective society as a whole
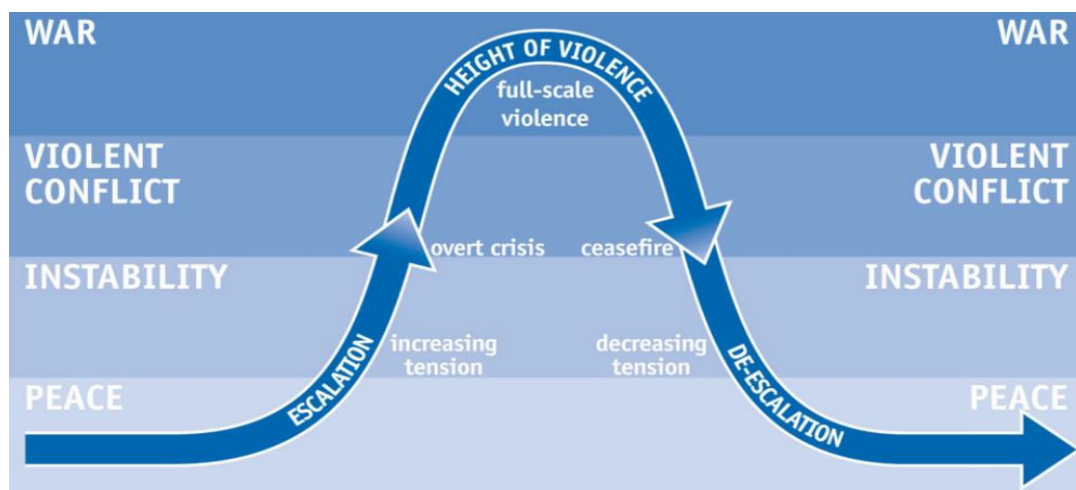

Figure 6 Screenshot from United States Institute of Peace online course on Conflict Analysis, Chapter 3.0, Models of Conflict: The Cycle and the Curve. https://www.usipglobalcampus.org.

The Curve of Conflict model has been refined to take the complexities of conflict into account. For instance, in reality, several curves can follow upon each other. Furthermore, conflict dynamics frequently change between different stages of conflict without the whole cycle being completed or the conflict ever escalating to the level of war (see The Conflict Curve 2.0). In many cases, a conflict also does not revolve around one single conflict issue between two coherent parties, but can rather involve various topics and a large number of conflict factions. In other words, one large overarching conflict can be made up of several sub-conflicts with distinct conflict cycles (see The Conflict Curve 3.0). Both models suggest that conflicts have two main phases: escalation and de-escalation stages.
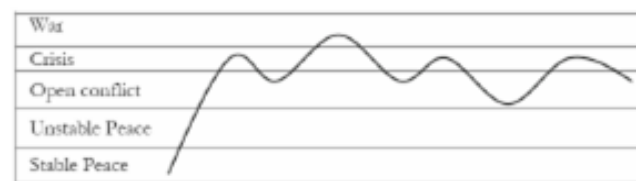
The Conflict Cycle
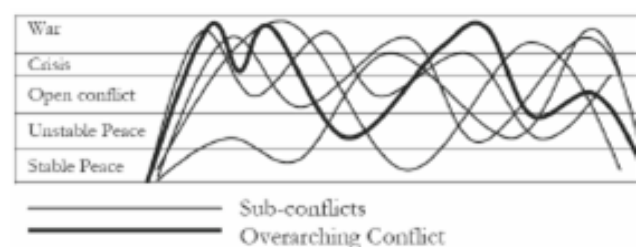
The Conflict Cycle

Source: Screenshot from Swanström et al., 2005.

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How do conflicts escalate?

1. Defining escalation

Escalation is more than just the intensification of conflict. While intensification simply implies „more and more", escalation means „a change in nature" (Zartman 2005, p. 167). When a conflict escalates, the intensity of conflict thus moves past certain benchmarks (Zartman, 2005). What exactly these benchmarks are, depends on the context of the conflict (Jeong, 2008).

Escalation can occur in multiple dimensions, for example:
- A conflict erupts into violence;
- additional forces are moved to the area of active fighting;
- the conflict spreads to larger areas and involves more people;
- conflict parties use more terrible arms;
- conflict parties argue over more and more issues;
- the conflict parties and the population become more extreme in their goals and motivations.

Often, conflict escalates in several dimensions at the same time or escalation in one dimension leads to escalation in other dimensions, too. Moreover, escalatory moves by one party frequently trigger retaliatory escalations from the other side (Zartman, 2005).

2. The dynamics of escalation

Parties can actively seek escalation, but escalation also occurs „by itself", even though this distinction is not always clear-cut in reality (Zartman, 2005). On one hand, conflict parties strategically decide to escalate a conflict in order to improve their military power relative to other parties, to influence the other parties`

Active strategy

Passive dynamic

behaviour and to work towards ending the conflict (Zartman, 2005). Even when a conflict party strategically decides for escalation as one out of several options, this decision can be based on irrational motives, such as pride or wishing to punish the opponent, that do not help the escalator to achieve its goals. On the other hand, the dynamics of conflict reinforce each other, leading to a spiral of intensification without conflict parties necessarily having intended to escalate conflict.

Escalation can occur on several interconnected levels at the same time: within a conflict party, between conflict parties and in the general conflict environment.

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Escalatory developments within a conflict party

Over the course of a conflict, individual members of a conflict party can change their attitudes. When people experience violence, they often react by defending their own social group, values and ideas. In consequence, the divisions between parties deepen, such that people from opposing social groups increasingly adopt hostile behaviour against each other. This again makes it more likely for conflict parties to experience existential threats, starting the cycle anew.

Apart from the attitudes and behaviour of individual group members, changes in the conflict party as a whole can also contribute to escalation. Important factors with the potential for escalation include competition between rivalling group leaders, the growing influence of hard-liners within a group`s leadership, heightened commitment to the party's goal and the withdrawal of moderate group members (Kriesberg et al., 2012).

Escalatory interactions between adversaries

Several dynamics in the interactions between adversaries contribute to the spiral of conflict escalation (Kriesberg et al., 2012).

- Firstly, hostile behaviour between groups is driven by the expectation that the other will harm the own group unless it can be deterred by even higher levels of coercive measures.
- Secondly, violence that is perceived as unjust by the targeted group leads to the perpetrator being regarded as immoral and inhumane, thus legitimizing more extreme countermeasures and leading to ideological polarisation among the contending groups and the population.
- Thirdly, when the adversary is not intimidated by a threat, the intimidator must carry out the threat to not be perceived as weak.
- Finally, previous escalatory moves of conflict parties add on to original conflict issues dividing the two groups.

Escalatory developments in the conflict environment

Over time, conflict dynamics can encourage more parties to join the ongoing conflict. In addition, interventions by external actors can make weapons, funds and political resources available to a conflict party, thus increasing their relative capabilities. Other conflicts and developments in neighbouring countries can have spill-over effects on conflict escalation. Finally, existing injustices and grievances can be exacerbated by unforeseen events, such as for example natural disasters. (Kriesberg et al., 2012)

Connecting the dots between escalatory factors on different levels

Collins` model of conflict escalation (2013) incorporates all escalatory factors mentioned above in one model. The experience of conflict increases in-group solidarity, which in turn deepens conflict. When conflict leads to violence that is perceived as unjust by the

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opposing group (i.e. atrocities), the violent opponent is increasingly viewed as illegitimate and inhumane. This ideological polarisation legitimises new violence against the opponent. However, the targeted group is likely to perceive this violence as unjust and atrocious, thus provoking them to again respond with violence. How far the conflict parties can take escalation depends on their ability to secure support from allies and mobilize resources including activists, fighters, funding and arms.

Across all levels, the model suggests that conflict parties get drawn into a spiral of ever-increasing escalation that does not stop until it is interrupted by one of the following two scenarios:

- One of the conflict parties wins, the other loses.
- The conflict parties can no longer uphold the intensity of conflict or don`t want to do so and enter a process of de-escalation.
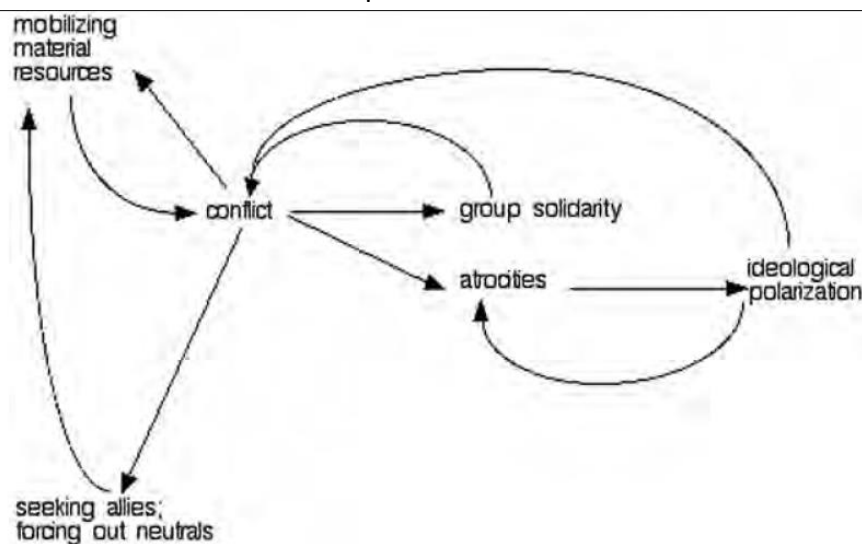
> **Something to think about!**
>
> Reconsider the Conflict Escalation Model above (Collins, 2013). Which could be useful starting points for peacebuilding? How can peacebuilding interrupt or reduce the effects of escalation? Can you come up with one potential intervening measure for each of the connecting arrows shown in the model?

Source: Screenshot from Collins 2013, p. 8.

1. Defining de-escalation

What exactly does *de-escalation* mean? In short, it is the opposite of escalation (Jeong, 2008): de-escalation means that parties to a conflict replace confrontational and hostile means with more conciliatory tactics. Similarly to processes of escalation, de-escalation can imply both an active policy pursued by one or both sides to the conflict, or a demise in one of the factors enabling a group to sustain the intensity level of conflict (Collins, 2013). When can de-escalation bring peace to a conflict? In conflicts of limited intensity that have not escalated to intractable war, de-escalatory measures can simply mean reversing first escalating steps taken by the conflict parties. The adversaries stop imposing sanctions on their opponent. In protracted conflicts, on the other hand, a return to the situation before the conflict erupted is often not possible, and in any case insufficient to address changes in power, group relations and emotional, social as well as political grievances caused by the escalation of conflict itself. Instead, de-escalation in protracted conflicts involves more long-term and more complicated efforts including the implementation of new initiatives (Jeong, 2008).

2. How and when do conflicts de-escalate?

There are four possible scenarios as to how de-escalation occurs (Jeong, 2008; Kriesberg et al., 2012):

● Victory/defeat of the conflict parties;
● De-escalation is imposed by an external actor intervening;
● Conflict parties enter negotiations or attempt to resolve divisive issues through institutionalised juridical mechanisms; and
● Conflict parties choose to de-escalate, reducing conflict intensity and its costs, in order to prolong their struggle (Zartman, 2005).

Only when the parties are in a mutually hurting stalemate and both are optimistic about the potential outcome of non-coercive solutions, do they choose to enter negotiations (Jeong, 2008; Pruitt, 2009; Zartman, 2005). When exactly a conflict party has reached this point, depends on developments within the conflict party, in the interrelations between the parties to the conflict and in the circumstances of the conflict environment - just like escalation.

3. How can specific policies support de-escalation?

The effectiveness and suitability of these policies depends on the degree to which a conflict has escalated, who shall implement the policy and the time-span for the de-escalation goal (Kriesberg et al., 2012).

Something to think about!

When do you use de-escalation strategies when you have conflict in your everyday life? Which strategies are the best for it?

V.   Conflict Different Approaches

We have seen in the previous parts that conflict has different parties, types and conflicts escalate, or de-escalate in different manners. Based on these factors, we can deal with conflict in different ways.

Conflict management

Conflict management approaches aim and focus on the limitation, mitigation, containment or control of the consequences of a conflict rather than on finding a way to eliminate the deeply rooted causes of it in order to reach a durable and sustainable solution. Therefore, it is a short term approach.

It stems from an idea of violent conflict which is a chronic consequence of differences of values and interests among different communities or individuals within the same community. If one takes this view, the resolution of a dispute is impossible, and the only option is to manage and contain it (Miall, 2004).

Conflict settlement

Conflict settlement approaches involve the parties negotiating and bargaining and, finally, reaching an agreement about the controversies that sparked the conflict (Spangler,2003). This way of bringing the confrontation to an end often involves deals that are characterized by some degrees of concession and compromise on the part of the opposing parties. The opponents decide to give up on some goals for which they decided to enter the conflict in order to halt the violence and because those concessions are mutual: all the opponents surrender some aims.

Normally, this process is facilitated by third-party mediators that often use power and coercive means and impose a solution in order to remove the conflict. Despite the fact that this approach of dealing with a conflict can be effective in bringing about a fast solution to a violent dispute, at the same time, it is unlikely that it will accomplish a permanent resolution to the confrontation, which will likely resume at a later stage.

This is because the profound causes of the conflict such as the relationships and power structures that generated the confrontation are unaffected.

> **Something to think about!**
>
> Conflict Management and Conflict Settlement approaches might end up settling a dispute that exists within a conflict without resolving the larger conflict because the deep causes of this conflict are not addressed.

Conflict resolution

Conflict resolution approaches focus on solving the profound reasons of a conflict through addressing the hostile behaviors and attitudes of the parties and the power structures. They, therefore, imply more comprehensive strategies based on the recognition of the presence of a dispute, on the investigation of its underlying causes and on devoting effort to solving them through mutual problem-sharing between the hostile sides (Spangler, 2003). In comparison with conflict settlement approaches, in conflict resolution approaches, the opponents are the key stakeholders of the process.

Conflict resolution involves practices such as negotiation, mediation and diplomacy where a third party often assumes a key role in improving communication, promoting dialogue and finding points of agreement and solutions to the dispute. These external actors, therefore, have the duty of facilitating dialogue and proposing viable and mutually-beneficial strategies rather than using coercion when trying to solve the contention. The solution reached by the factions is not imposed by an outsider but is designed and agreed by all the key parties and is based on the needs of the opponents rather than on the interests and presumptions of the mediator. In this way, the deep causes of the conflict can be addressed and removed, rather than only the dispute itself, allowing for a medium- to long-term resolution of the conflict.

Conflict transformation

The conflict transformation approach represents a relatively new development in the field of peace and conflict studies and conflict resolution practices. John Paul Lederach elaborated the concept already in the 1980s but only in the late 1990s it became widely recognized and used in practice. (Bernarding and Austin, 2012).

This approach incorporates the activities of conflict prevention and conflict resolution and goes further than conflict settlement or conflict management.

It involves many different actors and brings about the deepest level of change in the process of resolution of conflicts and is able to modify the most profound and long lasting structural causes of disputes. It focuses on changes needed at various levels of society and steps to remove the conditions from which the conflict has arisen in order to transform a dispute from violent and destructive to a positive and constructive force for social change with the aim of promoting deeply rooted and long-lasting peace. Therefore, conflict is seen as a potential catalyst for change: the destructive situation can represent an opportunity to build something desirable (Lederach, 2003).

Conflict transformation is a continuous and dynamic process that involves non-violent mechanisms and direct interaction through dialogue which is based on empathy and joint creativity. These decrease and finally eradicate violence and reinforce structures that satisfy basic human needs and that maximize the participation of people in decisions that affect their lives (Lederach, 1997).

The peace that is built from conflict transformation strategies is likely to be more sustainable because it evolves from a process that involves various levels such as the political level, typically through agreements and economic measures, as well as the societal one, through a transformation of relationships, needs, interests and patterns of behaviour (Miall, 2004). This approach recognizes the vital importance not only of the government but also of sub-state and supra-state actors in reaching a permanent resolution of a dispute (Bernarding and Austin, 2012).

Something to think about!

As John Paul Lederach puts it, "It is possible to solve a conflict and not change much."

Reflect on this statement also based on your personal experience…. Do you think this is a sustainable way of solving a conflict? Which can be the consequences of such a situation? Reflect on this also on the basis of your personal experience.

To summarize, different approaches are used in different scenarios. Which type of approach will be used by peacebuilders and interested parties depends on the type of conflict and its dynamics.

The table below provides a summary of the situations in which each conflict approach can and is most often used.

CONFLICT APPROACHES	LATENT CONFLICT[2]	SURFACE CONFLICT[3]	OPEN CONFLICT[4]
CONFLICT PREVENTION			
CONFLICT MANAGEMENT			
CONFLICT SETTLEMENT			
CONFLICT RESOLUTION			
CONFLICT TRANSFORMATION			

Something to think about!

Think about a situation of conflict you have experienced and how it was solved. Which approach of dealing with conflict was used to end that confrontation? Why? (Was a third party/mediator involved? Did you try to solve the deep reasons for the dispute or not?)

How did this affect the further evolution of the relationship with this person/these people? Did you have further arguments at later times?

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[2] Conflict which is below the surface but with potential to emerge.
[3] Conflict which is visible but not so deeply rooted.
[4] Conflict which is very visible and deeply rooted.

Summary

At first look, conflict is a simple concept and can have a narrow definition, but in truth, this is a very complex phenomena characterized by very specific dynamics and processes. Conflict emerges because of the relationship between behaviours, attitudes and goals of the parties. These three factors often interrelate with each other and create different types of conflict. For instance, if we base the conflict classification on conflict parties, then we will have 5 different conflict types: intrapersonal, interpersonal, intergroup, intersociety and international/global conflict. As we saw in this module, conflict elements often intermingle with each other at different levels and stages. This often causes a conflict to escalate or deescalate. The main job of youth workers and peacebuilders is to stabilize the relationship in a way to maximize de-escalation strategies when conflict occurs in the given space. To fulfil these roles, peacebuilders can use different conflict strategies. There are currently many different approaches to deal with a conflict such as conflict management, conflict resolution and conflict transformation. Each approach focuses on a different stage of the conflict and can be used to reduce the negative side of the conflict and create a more peaceful environment around us.